

OLIVER C. ALLEN, JR
EEO Director
Drug Enforcement Agency

Sessions:

7E: Marketing your EEO Program: Developing a Program of Zest and Effectiveness!

Bio:

Oliver C. Allen, Jr., a native of Washington, DC and a retired Army veteran, is the Equal Employment Opportunity Officer for the Drug Enforcement Administration. His major responsibilities are to provide personal assistance to the Administrator in planning, organizing, directing, controlling and evaluating a comprehensive agency-wide equal opportunity program throughout the United States and abroad for over 9,000 employees. He has more than 26 years of management and training experience and over 15 years of EEO and civil rights experience.

Oliver has conducted civil rights and EEO training for numerous federal and state agencies and was a featured speaker on FEDTALK a local radio talk show for Federal employees. He was also a presenter at the National Association of Black Narcotics Agent Conference (2006 and 2007), the National Organization of Black Law Enforcement Executives Conference (2007), FPMI Management Conference 2005, Federal Dispute Resolution, Inc. Conference (2000, 2001, and 2004), the FPMI HR/EEO Conference (2004), the IRS National EEO and Diversity CPE Training Conference (2003 and 2006) and FPMI's East Coast Diversity Conference (2003).

He is a certified trainer for the EEO Counselor's Basic Course and the Prevention of Sexual Harassment Course. Oliver is a trained mediator and is also certified and licensed as a Christian Counselor in the Commonwealth of Virginia by the American Association of Christian Therapists. Oliver is also qualified to administer the Myers-Briggs Type Indicator.

He received his Bachelors of Science degree in Business Administration from Strayer College and a Masters of Science degree in Administration (Human Resources) from Central Michigan University. He is an adjunct faculty member with the University of Phoenix. His professional memberships include the Council of Federal EEO and Civil Rights Executives, the Association of the U.S. Army and the American Association of Christian Counselors.

His motto is: Learning to Understand

Oliver has two adult children, a beautiful granddaughter and currently resides with his wife, Marietta in Dumfries, Virginia.

ELIZABETH A. ALSTON

Sessions:

2E: Ethics for Attorneys

Bio:

Elizabeth Alston practices exclusively in the areas of legal and judicial ethics and discipline, where she serves as a counselor, litigator, and expert witness. She was appointed by the Louisiana Supreme Court to the Committee on Professional Responsibility and the Louisiana Attorney Disciplinary Board, where she served as chair from 1991-1992. She is currently a member of the A.B.A. Standing Committee on Professional Discipline and the A.B.A. Center for Professional Responsibility. She is a former Director and long-time member of the Association of Professional Responsibility Lawyers, and has served as a member of the American Bar Association's Standing Committee on Ethics and Professional Responsibility (2004 - 2007). Her office is located in the quaint small town of Covington, Louisiana.

KATHY ARAM

Sessions:

5A: Investigative Questions: The Why Behind the What of Investigations - Part I

6D: Investigative Questions: The Why Behind the What of Investigations - Part II

Bio:

Ms. Aram spent most of her career at the Equal Employment Opportunity Commission, as an Administrative Judge, Supervisory Administrative Judge, Attorney Advisor to the Office of Legal Counsel, Special Assistant to the Chairman and Appellate Review Attorney and "Hearings Coordinator" for the Office of Field Programs. Ms. Aram also worked as a Special Assistant to the United States Attorney, defense counsel at the Department of Commerce, and as an attorney advisor at the Smithsonian Institution's Office of Equal Employment and Minority Affairs where she oversaw complaints processing for the agency. Ms. Aram is presently writing her memoirs.

Ms. Aram received her bachelor's degree from Russell Sage College and her law degree from George Mason University. Ms. Aram is admitted to practice in the District of Columbia.

JUNISH ARORA
Senior EEO Complaints Manager
Department of Homeland Security

Sessions:

5D: EEOC Form 462 Basics: Preparing the Report

6G: EEOC Form 462 Report and Furthering EEO Trends Analysis Efforts

Bio:

Junish A. Arora is a Senior EEO Diversity Manager for the Department of Homeland Security, Office for Civil Rights and Civil Liberties. Some of his major responsibilities are to: serve as Departmental Administrator for the EEO MD-715 Program and have primary responsibility to prepare the DHS MD-715 Status Report, including trigger identification, barrier analysis, and action plan activities; prepare EEO and Diversity reports, including quarterly MD-715 data tables; manage EEO and Diversity Information Management Systems, including contract administration; and provide the Deputy Officer, EEO Programs, advice and special assistance, including serving in an acting capacity. Previously, as the Senior EEO Complaints Manager, he acted as the Departmental Administrator for the annual EEOC Form 462 Report, the quarterly No FEAR Act data posting, and the annual No FEAR Act Report. He was also a member of the DHS Fellows Program for 2008, a partnership between the Department and the Council for Excellence in Government.

Prior to working for DHS, Mr. Arora served in various EEO positions within the Department of Commerce, U.S. Patent and Trademark Office, where he served as EEO Specialist, FAD Writer, and Special Assistant to the Director. At USPTO, Mr. Arora provided EEO training for new managers, administered the Reasonable Accommodation program, and, as a Presidential Management Fellow, rotated through various operational units. As a PMF, Mr. Arora came to the government to develop a career in management, policy-analysis, budget-work, and the law.

Mr. Arora received his B.A. in English from Dartmouth College, his M.A. in English from the University of Virginia, and his J.D. from The School of Law at the University of Texas at Austin. He is a member of the District of Columbia Bar. He was also Honorably Discharged from the U.S. Army Reserves. He is married and has two raven-haired angels.

Timothy C. Bladek, Esq.

Office of Federal Operations, U.S. Equal Employment Opportunity Commission

Sessions:

1I: Drafting Procedural Accept & Dismissal Decisions

3H: Drafting Procedural Accept & Dismissal Decisions

Bio:

Mr. Bladek is an Attorney in EEOC's Office of Federal Operations (OFO), where he has served the Commission since 1999. An experienced presenter of a wide range of substantive areas of EEO law and practice, Mr. Bladek is currently assigned to OFO's Federal Sector Programs Division as an Attorney Advisor to its Acting Director. Prior to his current assignment, he served as the Coordinator of OFO's "Relationship Management" program, a pilot venture to improve customer service and relationships between EEOC and federal agencies, and to help agencies achieve a model EEO program in the context of Management Directive 715. Until recently Mr. Bladek also served as a writing attorney responsible for drafting EEOC appeals decisions in OFO's Appellate Review Program, and is Acting Coordinator of OFO's Disability Taskforce, which seeks to further the hiring and advancement of persons with disabilities in the Federal Sector. Prior to his work at the Commission, Mr. Bladek was an attorney at the Merit Systems Protection Board and in private practice, and received his J.D. from Georgetown University Law Center. Mr. Bladek is a member of the Bar in the District of Columbia and the State of Maryland.

WILLIAM BRANSFORD
Shaw, Bransford, Veilleux & Roth, P.C.

Sessions:

8G: SES & Diversity

Bio:

William L. Bransford is a partner in the law firm of Shaw, Bransford, Veilleux & Roth, P.C. where he has practiced since 1983. His practice is concentrated on the representation of federal executives, managers, and employees before the U.S. District Courts, the Merit Systems Protection Board, the Equal Employment Opportunity Commission, the Office of Special Counsel, Offices of Inspector General, and with offices that adjudicate security clearances.

Mr. Bransford is currently General Counsel and lobbyist for the Senior Executives Association. He also advises several small federal agencies on matters pertaining to federal personnel and employment law and represents private sector employers and employees on employment law issues.

Mr. Bransford also serves as President of FDR Conferences, Inc., which presents an annual conference on federal dispute resolution. He is a frequent lecturer, sharing his expertise on federal employment law at conferences and seminars designed for federal supervisors, executives, and employee relations professionals. Mr. Bransford has written numerous publications on federal employment law, and is co author of the guidebook, *The Rights and Responsibilities of Your Federal Employment*. He co-hosts FEDtalk, a weekly radio show on Fridays, 11:00 a.m. to 12 noon (Eastern Time), on FederalNewsRadio.com. On FEDtalk, the law firm presents experts who discuss matters of importance to federal employees and retirees. Mr. Bransford serves as Vice Chair for the Public Employees Roundtable and is a member of the Board of the Federal Employee Education and Assistance Fund.

Prior to joining SBVR, Mr. Bransford was a senior attorney at the Internal Revenue Service, Office of Chief Counsel, representing the agency on labor and employment law issues. Mr. Bransford graduated cum laude from the Cleveland Marshall College of Law, Cleveland State University, in 1975, and received his Master of Laws in Labor Law from Georgetown University. Mr. Bransford is admitted to practice in the District of Columbia and Ohio.

STANLEY BRAVERMAN
Braverman Associates, LLC

Sessions:

1J: Introduction to Advanced Mediation Skills
2J: Exploring Universal Conflict Resolution
4D: Ethical Considerations in Mediations
9C: Cutting Edge Issues in Mediation
9D: Closing the Deal: Advanced Mediation Techniques that Work Sometimes
TM1: Mock Negotiations

Bio:

Stanley A. Braverman, Esq. is the Director, Institute for Negotiation and Conflict Resolution at LaSalle University in Philadelphia. He developed and implemented LaSalle University's 15-credit "Graduate Certificate in Negotiation and Conflict Resolution. Additionally, he is the workshop designer and presenter for Mediation and Advanced Mediation programs. He is currently developing a new Master of Science degree program in Human Capital Development at LaSalle University.

Braverman Associates, LLC is Stan's newest venture. Incorporated in 2009, the firm provides workplace dispute resolution services and conflict prevention training to business and government. This includes neutral services such as mediation, fact-finding, facilitation, ombud, and settlement moderators as well as offering customized workshops in basic and advanced negotiation skills, mediation, and workplace conflict prevention.

Stan served as the Deputy District Director of the Equal Employment Opportunity Commission's Philadelphia District Office. He was responsible, together with the District Director, for supervision and coordination of all Equal Employment Opportunity Commission (EEOC) activities in Pennsylvania, Maryland, Delaware and West Virginia as well as southern New Jersey and eastern Ohio. This responsibility includes enforcement of all Federal anti-discrimination laws.

Prior to becoming the Deputy District Director, Stan was an attorney, legal advisor and mediator who focused primarily on employment law issues. As an attorney with the Defense Logistics Agency, he advised government officials on employment law, litigation, contract and workplace ethical issues. Stan regularly spoke before attorneys, managers, judges, students, union officials, contractors and employees on equal employment opportunity issues.

Stan's expertise in negotiation techniques and workplace conflict resolution is well-known nationally. He holds many ADR (alternative dispute resolution) certificates. Stan has mediated hundreds of employment related disputes throughout the United States. He is the author of "RESOLVE," a national award-winning EEO mediation program

designed to reduce litigation expenses. He has been a guest employment mediation expert on the television show, "Law Journal TV."

Stan has lectured on ADR and Effective Negotiation Techniques throughout the United States. He is the course designer for many employment mediation and negotiation training programs, including the 2006,7,8 and 2009 EXCEL Conference Advanced Mediation Training track. He has served as a "Settlement Judge" for highly complex Federal Sector cases. Stan was inducted into the 2006 Federal Executive Board, Partners in Equity "Hall of Fame". He serves on the Board of Life Laboratory, a non-profit organization whose mission is to improve medical care at reduced cost.

Philadelphia is Stan's home base, where he received a Juris Doctor (JD) from Temple University School of Law and earned both his Master's degree in Business Administration (MBA) and Bachelor's degree (BS) in Business Management from Drexel University.

Stan has been an adjunct professor at LaSalle University, Rider University and Chestnut Hill College teaching: Negotiation Theory and Practice, Business Law, Organizational Behavior, Conflict Resolution, Business Ethics, Human Resource Management and Business Management.

ERRICKA BRIDGEFORD
Training Director
Community Mediation Maryland

Sessions:

8B: Strategic Listening

Bio:

Erricka is the MACMC Director of Training. In this capacity, she provides training to the 17 community mediation centers in Maryland, as well as to state agencies and organizations. Erricka has conducted basic mediation training for the University of Maryland Baltimore County's on-campus mediation program (training faculty, staff, and students), the Department of Human Resources, as well as conflict management training for law enforcement, the Choice Program at the Shriver Center, the Maryland Association of Resources for Youth and Families, and others.

Prior coming to MACMC, Erricka was the Director of Training and Volunteer Development for the Community Mediation Program (CMP), where she trained, mentored, evaluated, and supervised both new and experienced mediators. She has also conducted trainings for law enforcement, city and state agencies, corporations, and non-profit organizations. Erricka has also served as a case manager for CMP, giving her a unique insight into the challenges of working with people in conflict from the beginning of a referral through the completion of the mediation.

Erricka describes her excitement about conflict resolution as an opportunity for people in conflict to find peaceful resolutions. Erricka's experience with conflict had been watching friends and family fight, kill and die as the only options for ending disputes.

The

philosophy that conflicts can be vented and creatively resolved by those involved to truly meet their needs, is one that brings Erricka hope. This hope fuels her commitment to being a part of changing the culture of conflict in our society.

KATHLEEN CALLAHAN
Kalijarvi, Chuzi & Newman, PC

Sessions:

- 2I: Hearing Preparation I
- 4I: Hearing Preparation II
- 7I: Mock Hearing
- 8I: Mock Hearing

Bio:

Ms. Callahan joined KCN as an Associate in 2002. She is a member of the Pennsylvania, New Jersey and District of Columbia bars. Ms. Callahan is also admitted to practice before the the U.S. Supreme Court, the U.S. Court of Federal Claims and the U.S. District Court for the District of Columbia. In addition to her qualifications as an attorney, Ms. Callahan is a certified mediator. Ms. Callahan received her education at Villanova University (B.A., cum laude, 1996) and George Washington University (J.D. 2000). While in law school, Ms. Callahan served as a Dean's Fellow, a member of the Trial Court Board and as a member of the American Intellectual Property Law Association Quarterly Journal. Prior to joining KCN, Ms. Callahan practiced at a Washington, D.C. law firm specializing in employment law. In addition to her practice, Ms. Callahan is a speaker on discrimination issues for various organizations, including the American Law Institute-American Bar Association (ALI-ABA) and the Oncology Nursing Society. She is also a member of professional organizations including the American Bar Association (Labor and Employment Law Section) and the District of Columbia Bar (Labor and Employment Section, and Arts, Entertainment and Sports Law Section). Ms. Callahan's practice areas include Employment Law, Discrimination and Harassment, Severance Agreements, Employment Contracts, and Discipline/Performance actions.

DINAH F. B. COHEN

Director

Computer Electronic Accommodations Program (CAP), US Department of Defense

Sessions:

1G: 2% by 2010: Strategies for Increasing Employment with Disabilities

Bio:

Dinah F. B. Cohen is the Director for the Department of Defense (DoD) Computer/Electronic Accommodations Program (CAP). Ms. Cohen works closely with senior leadership throughout the Federal sector to ensure employees, beneficiaries, and members of the public with disabilities have equal access to Federal services and employment. Over 76,000 requests for accommodations have been filled since CAP's inception in 1990. Ms. Cohen also initiated a program to provide assistive technology and accommodation support to wounded service members to aid in their rehabilitation and recovery process.

Recently, Ms. Cohen was the recipient of the 2008 *Federal 100 Presidential Award* for her role in management excellence. The Partnership for Public Service honored Ms. Cohen as the recipient of the 2007 *Service to America Citizen Services Medal* for her team's tremendous impact on employees with disabilities and wounded service members. Under Ms. Cohen's leadership, CAP most recently received the Office of Personnel Management's 2008 President's Quality Award for Expanded E-Government. CAP has also received the 2006 *Freedom to Compete Award* from the Equal Employment Opportunity Commission.

Ms. Cohen is an international speaker on disability policy, reasonable accommodations, accessibility and information technology and its impact on employment of people with disabilities. She continues to serve on numerous interagency accessibility committees and conference groups.

Ms. Cohen is a Certified Rehabilitation Counselor. She received her Master of Science degree in Counseling Psychology with a concentration in rehabilitation counseling from the State University of New York. She also holds a BS in Social Science/Elementary Education from Russell Sage College in Troy, New York and recently received their 2008 Women of Influence Award.

ANDREW CULBERTSON

Supervisory Administrative Judge

Washington Field Office, Equal Employment Opportunity Commission

Sessions:

1B: Basic and We Mean Basic Theories in Employment Discrimination

Bio:

Andrew Culbertson graduated with a B.A. from the University of Rochester in 1987 and received his J.D. from the State University of New York at Buffalo School of Law in 1990. Mr. Culbertson clerked for an Administrative Law Judge at the Department of Labor for two years before coming to the Equal Employment Opportunity Commission's Office of Federal Operations as a staff attorney in 1992. In that capacity, Mr. Culbertson adjudicated appeals filed by federal employees with respect to their complaints of discrimination. In 2000, Mr. Culbertson became an Administrative Judge with the Commission's Washington Field Office, where he presides over the administrative litigation of employment discrimination complaints filed by federal employees. In this capacity, his responsibilities include ruling on various types of pre-hearing motions, conducting hearings, and ultimately deciding the government's liability for employment discrimination. Since 2005, Mr. Culbertson has been a Supervisory Administrative Judge. During his tenure with the Commission, Mr. Culbertson has provided training on a variety of subjects, including remedies in the federal sector EEO process, sexual harassment, and disability discrimination. Mr. Culbertson is admitted to practice law in both New York and the District of Columbia.

DANN DETERMANN

Office of Federal Operations, Equal Employment Opportunity Commission

Sessions:

3B: The Digital EEO Office

Bio:

Mr. Determan has been an attorney with EEOC's Office of Federal Operations since 1997. A self-proclaimed "geek," Mr. Determan has always sought to push the technology envelope to increase OFO's efficiency. He co-developed, implemented, and continues to expand OFO's e-File pilot; with the Commission's Office of Information Technology, Mr. Determan helped design and implement OFO's Document Management system; he initiated the e-Notice program; and Mr. Determan has made numerous technological contributions designed to allow OFO to work smarter and with more efficiency. For his efforts in this regard Mr. Determan was recognized by EEOC Chair Naomi C. Earp with a Bronze Excellence in Leadership Award for FY 2008.

KENDRA DUCKWORTH

*Human Factors Consultant
Job Accommodation Network*

Sessions:

3D: How to Handle Mental Health Impairments in the Workplace: Balancing Issues of Behavior, Direct Threat and Reasonable Accommodation
7C: Providing Reasonable Accommodation

Bio:

Kendra M. Duckworth is a Human Factors Consultant for the Job Accommodation Network (JAN) a service of the US Department of Labor Office of Disability Employment Policy. As a consultant, Kendra specializes in providing accommodation information for individuals with psychiatric disabilities, cognitive and neurological impairments as well as burn injuries. She is a graduate of West Virginia University with a Bachelors of Arts degree in Psychology and a Master of Science degree in Rehabilitation Counseling. Since 1991 she has provided consultation to employers, rehabilitation professionals, and people with disabilities about worksite accommodations, the Rehabilitation Act, and the Americans with Disabilities Act. She has published an article in the November 1999 issue of the Journal of Vocational Rehabilitation titled "Accommodating workers with traumatic brain injury: Issues related to TBI and ADA". She has also written articles on accommodations for the Job Accommodation Network 's Consultants Corner on issues of accommodations for Employees with Seasonal Affective Disorder, Disability and Disclosure, and Stress in the Workplace and Accommodating Service Members and Veterans with PTSD . Ms. Duckworth also serves as a national speaker for the Job Accommodation Network.

KATHY EMMENECKER

Third Wave Workforce

Session:

3A: Who Ate My Lunch? Addressing the Cultural-Based Conflict in the Multicultural Workplace

Bio:

Twenty-five years ago, Kathy Emmenecker taught her first English as a Second Language class to migrant farm workers who gathered around picnic tables after dark to learn by lantern light. She went on to earn a Masters degree in TESOL (Teaching English to Speakers of Other Languages) and is a PhD candidate in a program of Applied Linguistics. She's taught at several colleges and universities and has developed a number of programs that support newly-arrived immigrants and foreign nationals seeking to establish themselves in the U.S.

Over the course of her career, Kathy has gained a unique understanding of the challenges faced by newcomers to the U.S. as well as by those who employ or provide services to them. In response to requests from business, education, and state government, Kathy has developed the first-of-its-kind video-based Multicultural Workplace training program.

Kathy founded Third Wave Workforce, a multicultural training company, and has trained thousands of business professionals in the areas of cross-cultural communication skills and multicultural management skills.

GARY M. GILBERT

Law Offices of Gary M. Gilbert, P.C.

Sessions:

1D: Damages Discovery

2G: Mock Disposition

4E: Attorney Fees & Remedies

Bio:

Gary M. Gilbert is an attorney, consultant and mediator specializing in the area of employment discrimination law. He has lectured and written extensively on various aspects of employment law. He is a former Chief Administrative Judge with the U.S. Equal Employment Opportunity Commission and the author of the recent text book "Compensatory Damages and Other Remedies in Federal Sector Employment Discrimination Cases" and soon to be released desk book on disability law.

In his sixteen years as an administrative judge with the EEOC, he presided over hundreds of employment discrimination complaints and supervised the case management of literally thousands of others. He served on numerous workgroups and committees while with the EEOC, and had substantial input into the Commission's regulatory reforms enacted in 1989, 1992 and 1999 and the accompanying changes to the Commission's Management Directives to federal agencies.

While with the EEOC, he also provided substantial input into the Commission's guidance and regulations on the American with Disabilities Act and he was one of three individuals responsible for developing materials and training all Commission lawyers on disability law after passage of the ADA.

Prior to his appointment at the EEOC, he worked for Florida Rural Legal Services, Inc. a 42 attorney, seven office legal services organization, where he litigated a variety of cases including employment matters, directed one of the largest pro bono legal programs in the country and acted for a period of time as the Executive Director. He also served for four years as the legal assistant to the Secretary of the Nuclear Regulatory Commission.

He is a frequent speaker on employment matters, appearing at conferences such as the annual Federal Dispute Resolution Conference and the annual EEOC sponsored EXCEL conference. He has been called upon to provide training for lawyers, non-attorney representatives and other employees at many federal agencies and he was invited as a guest speaker on the subject of compensatory damages at the MSPB judges' annual conference.

The many seminars he has presented to federal agency personnel include "How to Avoid Being Named in a Title VII Charge of Discrimination ... and What to Do If You

Are” and “Effective Reasonable Accommodation Under the ADA ... Making it Work For Employees and Employers” He has also lectured extensively on litigation matters, including such seminars as “How to Prove and Defend a Claim for Compensatory Damages”, “Filing Effectives Motion for Summary Judgment before the EEOC” and “Winning Cases with Discovery.”

Mr. Gilbert is a member of the Labor and Employment Section of the Maryland Bar Association and sits on the Section Council. He has written several articles for the Maryland Bar Journal, the Maryland Bar Labor and Employment Section Newsletter and the Florida Bar Journal. He is a graduate of the University Of Maryland School Of Law and is admitted to the Bar in the States of Maryland and Florida.

Jeanne Goldberg

*Senior Attorney Advisor, Office of Legal Counsel,
U.S. Equal Employment Opportunity Commission*

Session:

7H: Religious Accommodation

Bio:

Jeanne Goldberg is a Senior Attorney Advisor in the Office of Legal Counsel at the U.S. Equal Employment Opportunity Commission (EEOC) headquarters in Washington, D.C. In that role, she assists the Commission in interpreting and applying the statutes it enforces, participates in drafting policy guidance and other publications, and provides technical assistance to stakeholders. Ms. Goldberg has conducted numerous EEO training sessions throughout the country for managers, employees, attorneys, and human resources staff in both the private and public sectors. She previously served from 1999-2002 as an attorney in the EEOC Office of Federal Operations. Prior to joining EEOC, Ms. Goldberg was in private law practice from 1990-1999, specializing in civil rights litigation, and argued EEO cases before the U.S. Courts of Appeals for the Fourth and D.C. Circuits. She also served as an adjunct law professor at the College of William and Mary from 1996-1998. Before entering private practice, she served from 1988-1990 as a staff attorney for the U.S. Court of Appeals for the Third Circuit. She received her B.A. from Northwestern University and her J.D. from George Washington University. From 2007-09, she served as a Government Fellow on the Equal Employment Opportunity Committee of the Section of Labor and Employment Law of the American Bar Association.

LORI K. GRANT

Office of Federal Operations, Equal Employment Opportunity Commission

Session:

4B: Simply MD715: Core Concepts & Practical Applications

Bio:

Lori Grant is an Acting Branch Chief under the Director of Federal Sector Programs in the Equal Employment Opportunity Commission's Office of Federal Operations (OFO). Ms. Grant's primary duty involves supervising a team which is responsible for reviewing and improving agencies' EEO program activities. Ms. Grant, who joined OFO in 1999, was formerly the Federal Sector ADR Coordinator until 2004. She also administered OFO's program evaluation program by preparing reports concerning agencies' EEO programs and government-wide EEO issues, and supervised OFO's Control Room to ensure that all documents received and issued by OFO are processed properly.

Prior to joining OFO, Ms. Grant worked in various organizations specializing in the labor and employment field: Merit Systems Protection Board's Office of Appeals Counsel; Fitzpatrick & Associates, Washington, D.C.; and Federal Labor Relations Authority's Federal Service Impasses Panel. Ms. Grant received her undergraduate degree in Political Science in 1992 from James Madison University, Harrisonburg, Virginia, and her J.D. in 1995 from George Washington University Law School, Washington, D.C. She is a member of the bar associations of Virginia and the District of Columbia.

THE HONORABLE CHRISTINE M. GRIFFIN

Acting Vice-Chair

US Equal Employment Opportunity Commission

Sessions:

P4:

Bio:

Christine M. Griffin, nominated by President George W. Bush on July 28, 2005, and unanimously confirmed by the U.S. Senate, was sworn in on January 3, 2006, to serve the remainder of a five-year term expiring July 1, 2009. As a member of the Commission, Ms. Griffin participates with the other Commissioners on all matters which come before the Commission, including the development and approval of enforcement policies, authorization of litigation, issuance of Commissioners' charges of discrimination, and performance of such other functions as may be authorized by law, regulation, or order.

Since joining the Commission, Ms. Griffin has been vocal in her support of increasing diversity in the federal workforce, as well as promoting greater efficiency and fairness in the federal EEO process. She has also been a strong advocate for women's rights and the rights of individuals with disabilities. Notably, in June 2006 Ms. Griffin launched the LEAD Initiative – Leadership for the Employment of Americans with Disabilities – to address the significant under-employment of individuals with severe disabilities in the federal government.

Prior to joining the Commission, Ms. Griffin worked extensively in labor and employment law positions in both the public and private sectors. Most recently, she served as the Executive Director of the Disability Law Center in Boston from 1996 to 2005. Prior to that, Ms. Griffin served from 1995 to 1996 as an Attorney Advisor to the former Vice Chair of the EEOC, Paul M. Igasaki, advising him on legal matters and policy issues. Ms. Griffin is also a Vietnam-Era Veteran of the U.S. Army, serving on active duty from 1974-1977.

A native of Boston, Ms. Griffin received her undergraduate degree from the Massachusetts Maritime Academy in 1983. Ms. Griffin received her law degree from the Boston College Law School, and was awarded the prestigious Skadden Arps Fellowship upon graduation. In December 2005, Ms. Griffin was selected as one of the nation's eleven "Lawyers of the Year" by Lawyers Weekly USA newspaper.

LISA GUILMETTE

*Equal Employment Specialist, Office of Federal Operations
U.S. Equal Employment Opportunity Commission*

Sessions:

- 1A: MD-715: Advanced Barrier Analysis Part I: Trigger Identification
- 2A: MD-715: Advanced Barrier Analysis Part II: Barrier Identification and Elimination
- 5B: MD-715: Advanced Barrier Analysis Part I: Trigger Identification
- 7A: MD-715: Advanced Barrier Analysis Part II: Barrier Identification and Elimination

Bio:

Ms. Lisa Guilmette has worked in the Agency Oversight Division, Office of Federal Operations, U.S. Equal Employment Opportunity Commission since October, 1996. In this capacity she reviews and analyzes Federal agencies' EEO Program Status Reports and Plans required by Federal law and regulations and by EEOC's Management Directives. She provides training and technical assistance to strengthen agency programs and conducts onsite program evaluations to monitor compliance.

She has been employed by the EEOC since January, 1981. During her first 15 years of employment, she worked as an Equal Employment Specialist in the Federal Affirmative Employment Unit of EEOC's Philadelphia District office. In this position, she reviewed and analyzed Region III Federal facilities' Affirmative Employment Program Plans and Accomplishment Reports required by EEOC's Management Directives and conducted on-site reviews. She provided Technical assistance and training to Federal activities on their Affirmative Employment Programs for women, minorities, and persons with disabilities.

Prior to her employment with the EEOC, she was employed for seven years at the Library for the Blind and Physically Handicapped as a Research Assistant. She has done volunteer work for the Nationalities Service Center and the Radio Information Center for the Blind in Philadelphia.

ERNEST HADLEY

Sessions:

1D: Damages Discovery
2G: Mock Disposition
4E: Attorney Fees & Remedies

Bio:

Mr. Hadley is engaged in the private practice of law in Wellfleet, Massachusetts. He is a graduate of Bates College in Lewiston, ME, and the late Antioch School of Law in Washington, D.C. A reporter and editor prior to entering law school, he is a former associate at the Washington, D.C. law firm of Passman and Broida.

Mr. Hadley has been representing federal sector employees before the U.S. Equal Employment Opportunity Commission, the U.S. Merit Systems Protection Board and in the federal courts since graduating from Antioch. He also occasionally represents federal agencies before the EEOC. He is admitted to the bar in the District of Columbia and the Commonwealth of Massachusetts.

Mr. Hadley is the author of several books on federal sector employment law, including, *A Guide to Federal Sector Equal Employment Law and Practice, Twenty Second Edition* (1979-2009); *Representing Agencies and Complainants before the EEOC, Second Edition* (2005); *A Guide to Federal Sector Disability Discrimination Law and Practice, Second Edition* (2006); and *A Guide to Federal Sector Labor Arbitration: A Casebook of Federal Sector Arbitration Cases, Second Edition* (2000). He is also the co-author of *Sexual Harassment: Federal Law*, (2008); *Federal Sector Workers' Compensation Law, Second Edition* (2000); *Motions Practice before the Merit Systems Protection Board and Equal Employment Opportunity Commission* (1998); *The EEO Counselors' and Investigators' Manual* (2001); *Effective Summary Judgment Motions, Second Edition* (2008); and *EEO Discovery Forms for Agency Representatives* (2004).

A frequent speaker at federal sector training programs and seminars, Mr. Hadley is a founder, director and president of the Federal Employment Law Training Group, Inc.

He lives in Truro, MA, with his wife, three children, four cats, a dog, two tropical fish and a gecko named Chico.

CHARETTA T. HARRINGTON

Chief Administrative Judge

Cleveland District Office, Equal Employment Opportunity Commission

Sessions:

9D: Open Discussion on Advanced Mediation Techniques that Work, Sometimes?

Bio:

Charetta T. Harrington is Chief Administrative Judge at the Cleveland District Office of the Equal Employment Opportunity Commission. Ms. Harrington is responsible for supervising Administrative Judges and support staff in the Hearings Unit.

Charetta Harrington has been employed at the EEOC since August, 1979. She worked as a paralegal specialist in the Legal unit for three months prior to being promoted to an Administrative Judge position in November 1979. She has been Chief Administrative Judge since 1986. Ms. Harrington is a frequent speaker on behalf of the Commission to federal employees and managers on such topics as harassment and disability discrimination. She is a Commission trainer for the 32 hour Basic EEO Counselor Course, the 8 hour Refresher EEO Counselor Course and the FEPA Training Course. Ms. Harrington is a past board member of the Friends of the Cleveland School of the Arts and is an American Red Cross volunteer.

Ms. Harrington earned her Bachelor of Arts degree from Hampton Institute, Hampton, Virginia and her Juris Doctorate degree from the Cleveland Marshall College of Law, Cleveland, Ohio. She is admitted to the Bar in the state of Ohio and to the U.S. District Court, Northern District of Ohio. Ms. Harrington is a certified mediator having completed the National Judicial College's mediation course.

Cathy A. Harris

Co-Manager, Kator, Parks & Weiser, PLLC

Sessions:

8A: Federal Sector Class Action: Hearing Stage

Bio:

Cathy A. Harris is a co-manager of the firm of Kator, Parks & Weiser, PLLC in Washington, DC. She graduated from the George Washington University Law School in Washington, DC with honors in 1997, where she received the Michael D. Cooley award for most successfully maintaining her compassion, vitality and humanity during law school and was elected to give the salutatory address at commencement. Ms. Harris has been with Kator, Parks & Weiser since 1999, and became a Member of the firm in January 2005. She served on the George Washington University Law Review, as an Articles Editor (1997) and a Member (1996).

She received her undergraduate degree from Brown University in Providence, R.I., in 1994. She was admitted to practice law before the New York State Appellate Division, First Department in 1998, the United States Court of Appeals for the Federal Circuit in 1999, and the District of Columbia and the United States Court of Federal Claims in 2000. Prior to working with Kator, Parks and Weiser, Ms. Harris was an Assistant District Attorney in the New York County District Attorney's Office from 1997 until 1999. She served as an Adjunct Professor at the George Washington University Law School from 2001 to 2004, teaching legal research and writing and oral advocacy to first-year law students.

Ms. Harris has extensive experience in the litigation and settlement of federal sector class actions over the past nine years. She has been counsel in at least five separate federal sector class actions, including *Burden v. Barnhart*, on behalf of African American males at the Social Security Administration, which settled for more than \$7.8 million dollars. She also currently serves as class counsel in several certified class action cases currently pending before the EEOC.

VETA HURST

*Acting Branch Chief, Office of Federal Operations, Federal Sector Programs
Office of Federal Operations, Equal Employment Opportunity Commission*

Sessions:

P6: EEO Case Updates

Bio:

Ms. Hurst is currently Acting Branch Chief in the U.S. Equal Employment Opportunity Commission's (Commission) Office of Federal Operations, Federal Sector Programs which oversees and provides training, technical assistance and guidance to federal agencies and their sub-components on Title VII of the Civil Rights Act of 1964 as amended, the Age Discrimination in Employment Act, the Equal Pay Act, the Americans with Disabilities Act, the Rehabilitation Act, and Management Directives 110 and 715. Ms. Hurst and her staff evaluate federal agencies' performance to ensure effective and efficient implementation of EEO programs, policies and procedures. Ms. Hurst was responsible for creating and implementing the developmental and training curriculum credited with empowering the office's EES's to master the core competencies for their positions, which assured that they have a keen understanding of the complex range of their EEO responsibilities.

With over 11 years legal experience specializing in equal employment opportunity and affirmative employment in both the private and government sector, Ms. Hurst is a seasoned professional in the area of employment and labor law, with specific expertise in employment discrimination, affirmative employment, and training and development programs. Ms. Hurst is also a senior trainer, presenter and educator, who has presented on behalf of the Commission at various EEO and Diversity conferences, symposiums and trainings in the federal sector community and acts as a mediator in private sector complaints of discrimination. Ms. Hurst has also served as the Co-chair of the Agenda Planning Committee for the EXCEL Conference for the past three years.

Ms. Hurst also mediates complex mediation cases initially submitted on appeal to the Commission; performs agency program evaluations; reviews agency alternative dispute resolution programs; and provides technical assistance to federal and other public sector stakeholders on various EEO topics. Ms. Hurst has extensive experience with reasonable accommodation issues, including reviewing agency reasonable accommodation procedures and discussing issues related to implementation and compliance with the Rehabilitation Act. Previously, as an Appellate Attorney in the Office of Federal Operations, Ms. Hurst reviewed complex appeals filed by federal agencies and federal employees nationwide with regard to claims of discrimination related to the laws and regulations enforced by the Commission, and wrote interpretive decisions. She was also responsible for the development and implementation of the Commission's Internship webpage, as well as OFO's Graduate, College and High School Student Intern Program.

Prior to joining the Commission, Ms. Hurst worked as an Administrative Judge with the State of Michigan's Department of Consumer & Industry Services, Michigan Liquor Control Commission and as a Human Resources Specialist with Ernst & Young LLP. Ms. Hurst received her Juris Doctor from the Thomas M. Cooley Law School in Lansing, Michigan and her graduate and undergraduate degrees from the City University of New York, John Jay College of Criminal Justice. She is admitted to practice in the State of Michigan and the District of Columbia.

THE HONORABLE STUART J. ISHIMURA
Acting Chairman
U.S. Equal Employment Opportunity Commission

Sessions:

P1: EEOC Chair's Presentation

Bio:

Stuart J. Ishimaru was designated by President Obama as Acting Chairman of the U.S. Equal Employment Opportunity Commission (EEOC) on January 20, 2009. Mr. Ishimaru has been a Commissioner since 2003, and is serving a second term that expires July 1, 2012.

Mr. Ishimaru has worked with his colleagues in pushing the Commission to focus on large, systemic cases and in reinvigorating the agency's work on race discrimination issues. He was instrumental in the Commission's adoption of groundbreaking guidance on gender discrimination against workers who have caregiving responsibilities.

Mr. Ishimaru opposed the Commission's actions to weaken age discrimination protections as well as to suppress collection of full data on workers of two or more races. Mr. Ishimaru also opposed misguided efforts to outsource and reorganize key EEOC functions.

Mr. Ishimaru previously served as Deputy Assistant Attorney General in the Civil Rights Division of the U.S. Department of Justice between 1999 and 2001, where he served as a principal advisor to the Assistant Attorney General for Civil Rights, advising on management, policy, and political issues involving the Civil Rights Division. He supervised the Division's attorneys in high-profile litigation, including employment discrimination cases, fair housing and fair lending cases, criminal police misconduct, hate crime and slavery prosecutions, and enforcement of the Americans with Disabilities Act. From 1994-1999, Mr. Ishimaru served as Counsel to the Assistant Attorney General for Civil Rights and provided advice on a broad range of issues.

In 1993, Mr. Ishimaru was appointed by President Clinton to be the Acting Staff Director of the U.S. Commission on Civil Rights, and from 1984-1993 served on the professional staffs of the House Judiciary Subcommittee on Civil and Constitutional Rights and two House Armed Services Subcommittees of the U.S. Congress.

Mr. Ishimaru, a native of San Jose, California, received his A.B. in Political Science and in Economics from the University of California, Berkeley, and his law degree from the George Washington University. He is married to Agnieszka Fryszman, an attorney, and they have two sons, Matthew and Benjamin.

DELIA JOHNSON

Director

*Office for Civil Rights, International Broadcasting Bureau
Broadcasting Board of Governors*

Sessions:

5E: Hispanic Employment Program Manager's Summit: Follow-up from 2008 EXCEL Conference

7B: Basics of EEO for Managers & Supervisors

8C: HEPM: Town Hall Meeting

Bio:

Delia L. Johnson currently serves as the Director of the Office for Civil Rights at the International Broadcasting Bureau, Broadcasting Board of Governors. In her present position, Ms. Johnson is the principal advisor to the Broadcasting Board of Governors and all Senior Officials on all matters relating to the management of equal employment opportunity.

Ms. Johnson's, Civil Rights career began in 1979, as an EEO Specialist with the Department of Health Education and Welfare. Her government service includes the position of Senior EEO Specialist with the Office of the Assistant Secretary for Health, Public Health Service, Department of Health and Human Services. She has also served as Senior EEO Specialist with the Department of Education and the Departmental Office for Equal Opportunity at the Department of Interior.

Since 1994, Ms. Johnson has lectured in Human Rights, Equal Employment Opportunity, Civil Rights, and diversity issues in various arenas and in several countries including, Trinidad, Senegal, Liberia, Ivory Coast, Sierra Leone, Spain and Greece. She has been a guest speaker, in this country and abroad on various radio and television broadcasts. She has also been a moderator, panelist and presenter at Civil Rights and Equal Employment Opportunity related Conferences and Symposiums. Ms. Johnson currently serves as the Co-Chair of the Council of Federal EEO and Civil Rights Executives. This organization was founded in 1993 to represent the needs of the EEO community in the Federal Sector.

A native of Panama, Ms. Johnson received her B.A. and M.A. degrees from Howard University, Washington, D. C. and completed course work in the Master's Degree Program in Equal Opportunity Law at the Antioch School of Law Center for Legal Studies.

JUNE KALIJARVI
Kalijarvi, Chuzy & Newman, P.C.

Sessions:

- 2I: Hearing Preparation I
- 4I: Hearing Preparation II
- 7I: Mock Hearing
- 8I: Mock Hearing

Bio:

Ms. Kalijarvi is a founding member and partner in KCN. She is admitted to practice in both the District of Columbia and the Commonwealth of Virginia. In addition she is admitted to practice before the U.S. Supreme Court; U.S. District Court, District of Columbia; U.S. Court of Appeals, District of Columbia; U.S. Tax Court; U.S. Court of Federal Claims; U.S. District Court for the District of Maryland and U.S. Court of Appeals for the Fourth Circuit. Ms. Kalijarvi received her education at Wellesley College (B.A., 1963) and Georgetown University (J.D., 1973, L.L.M. 1975). Ms. Kalijarvi is also a member of numerous professional organizations such as: The District of Columbia Bar; The Bar Association of the District of Columbia; and the American Bar Association (Member, Sections on: Labor and Employment Law). Ms. Kalijarvi is the co-author of "Executive Authority to Impose Prior Restraint upon Publication of Information Concerning National Security Affairs: A Constitutional Power," 1973 Cal. W. L. Rev. 468 (Spring 1973).

JOSEPH KAPLAN
Passman & Kaplan, PC

Sessions:

5I: Examining Witnesses for Results

7J: Drafting an Enforceable Settlement Agreements

Bio:

JOSEPH V. KAPLAN, a founding principal of **Passman & Kaplan, P.C.**, received his undergraduate degree from the Pennsylvania State University in 1975, and his Juris Doctor in 1978 from Gonzaga University. In 1979, Mr. Kaplan received a Master of Laws, LL.M. from the George Washington University National Law Center, specializing in Labor and Employment Law.

Mr. Kaplan's first position was with the National Treasury Employees Union (NTEU), where he was involved in labor litigation and negotiations. In 1986, Mr. Kaplan entered the private practice of law, concentrating in labor and employment law, as an associate with the firm of Passman & Broida. In January 1989, Mr. Kaplan opened his own legal practice under the name of Joseph V. Kaplan, P.C. By the end of that year, Messrs. Passman and Kaplan agreed to merge their firms under the name of Passman & Kaplan, P.C.

Mr. Kaplan continues to concentrate his practice in the areas of employment, labor, and discrimination law. While primarily representing Federal and D.C. Government employees and labor unions of the Federal and District of Columbia Governments, he also represents private sector employees. Mr. Kaplan's practice involves litigation in the U.S. Courts of Appeals, the U.S. District Courts, the U.S. Court of Federal Claims, the D.C. Court of Appeals and the D.C. Superior Court, and such administrative agencies as the U.S. Merit Systems Protection Board (MSPB), the Federal Labor Relations Authority (FLRA), the U.S. Equal Employment Opportunity Commission (EEOC), the Defense Office of Hearings and Appeals (DOHA), the Federal Mediation and Conciliation Service (FMCS), the Federal Service Impasses Panel (FSIP), the D.C. Human Rights Commission (DCHRC), the D.C. Office of Employee Appeals (OEA), and numerous arbitrators. In 2005, Mr. Kaplan obtained a jury verdict of \$3M for a P&K client in a disability rights law suit against the U.S. Department of Commerce.

In addition to practicing law, Mr. Kaplan is a frequent lecturer at professional seminars concerning various labor and employment law topics. Mr. Kaplan also served on the faculty of Central Michigan University, where he taught a graduate economics course on Collective Bargaining and Labor Law, and is a lecturer at American University in the Key Executive Leadership Certificate Program. He was twice elected as the National President of the Society of Federal Labor and Employee Relations Professionals (SFLERP) and is active in various professional organizations, such as the National Employment Lawyers Association (NELA) and the Washington Metropolitan Employment Lawyers Association (MWELA). Mr. Kaplan has written a number of published articles concerning federal labor relations, and for six years was the author of the Federal Merit Systems Year Book, a leading reference book on the Merit Systems

Protection Board, published by the Labor Relations Press. Moreover, Mr. Kaplan is the lead editor and co-author of the Federal Employees Legal Survival Guide, and is co-author of Litigating Federal Sector Employee and Labor Disputes: A Practitioner's Handbook by Dewey Publications. Mr. Kaplan has also served as a court-certified expert witness on MSPB procedures in U.S. District Court. In 2008 he was selected to be a Fellow of The College of Labor and Employment Lawyers, Inc.

Mr. Kaplan is an active member of the bars of the District of Columbia and the State of Maryland.

Matthew A. Kelly

Staff Attorney, VA Office of Regional Counsel- Region 7

Sessions:

3I: Drafting Effective Summary Judgment Motions & Effectively Using Discover

6H: Effectively Using Discovery

Bio:

Matthew Kelly is a West Virginia native who graduated from the University of Notre Dame (cum laude), majoring in Government, before attending law school at the West Virginia University College of Law. While at the WVU College of Law, he was a member of the Moot Court Board and a class officer. He graduated from law school in 2002 and is admitted to practice law in West Virginia state and federal courts.

Mr. Kelly has been a staff attorney with the VA Office of Regional Counsel, Region 7, out-stationed in Huntington, WV, since 2007. His practice focuses on employment and personnel law. The clients he serves include two medical centers, a regional office, and a number of community based outpatient clinics. He is the co-chair of his Region's employment/personnel practice workgroup. He has represented the Agency in a number of forums, predominantly as the Agency representative in EEOC cases.

Sharon Kelly, Ph.D.

Director of ERS Group

Sessions:

8A: Federal Sector Class Action: Hearing Stage

Bio:

Sharon Kelly is a Director of ERS Group and manages the Labor and Employment practice area. Her work focuses on econometric analysis of employment and credit decisions. She uses applications of statistical techniques to determine how compensation, promotion, termination, and other employment practices relate to gender, race, age, and ethnic origin. In addition, she analyzes lending practices for financial institutions. She also estimates economic damages and provides analysis of wage and hour claims as they relate to overtime and meal periods for firms of all sizes and for employers with multiple facilities. Dr. Kelly has testified in state and federal district courts and has been deposed on numerous occasions. She has conducted seminars for the Equal Employment Opportunity Commission (EEOC) and the National Association of Public Sector Equal Opportunity Officers (NAPSEO) on the use of statistics in analyzing employment practices and estimating economic damages. Dr. Kelly has been an adjunct professor at The Florida State University. She served as an international economist for the U.S. Department of Agriculture and is past Director of the International Institute of Fisheries Economics and Trade.

Stephen M. King
Disability Program Manager, U.S. Census Bureau

Sessions:

1G: 2% by 2010: Strategies for Increasing Employment with Disabilities

Bio:

Mr. King began his federal career in 1998 as a Statistician with the U.S. Census Bureau. In 2001, he joined the Census Bureau's Recruitment Branch, Human Resources Division. In this capacity, he was instrumental in developing an effective recruiter training program, which for the first time addressed disability related initiatives and concerns. Additionally, Stephen redesigned recruiter manuals, and assisted in the creation of marketing materials, including media targeting the Hispanic and disability communities.

In 2003, Mr. King was selected to be the Census Bureau's first Disability Program Manager (DPM). As the DPM, he was instrumental in the agency's advances in the representation of persons with disabilities, the increased awareness and utilization of flexibilities to hire persons with disabilities and veterans, and addressing accessibility concerns for Census' new headquarters, which opened in fall 2006.

Throughout 2007 Stephen served as the Chief of Recruitment at the Bureau of Labor Statistics, but his passion for the Federal disability community led to his return to the Census Bureau as DPM in January 2008. Since that time, Mr. King assisted the EEOC in the development of the popular ABC's of Schedule A series of brochures, oversaw the reorganization and expansion of the Census Disability Program Office to include broader diversity initiatives, and successfully implemented new reasonable accommodation procedures agency-wide.

In June, Mr. King completed a detail assignment to the U.S. Department of Defense, where he assisted DoD and the EEOC in the development of a one week training course for federal disability program managers. The pilot course will be held in mid August with plans to offer the course nationwide.

Stephen sits on the Steering Committee for the Workforce Recruitment Program and the Perspectives on the Employment of Persons with Disabilities Conference Planning Committee, and is a member of the Federal Disability Workforce Consortium.

JOEL KRAVETZ

*Administrative Judge in the Washington Field Office
U.S. Equal Employment Opportunity Commission*

Sessions:

8A: Federal Sector Class Action: Hearing Stage

Bio:

Joel Kravetz, an Administrative Judge in the Washington Field Office, has worked for the EEOC since 1997. Prior to becoming an AJ, he worked in the Office of Federal Operations drafting decisions and assisting the Director with outreach and training. He helped develop the New and Continuing EEO Counselor Training courses and the course on the revisions to the 1614 Regulations. In 2003, Mr. Kravetz was detailed to the United States Attorney's Office in Washington, D.C., where he served as an Assistant United States Attorney prosecuting criminal cases in D.C. Superior Court. Prior to joining the EEOC, he was employed as an in-house labor and employment attorney at a Fortune 500 company and volunteered as an attorney and mediator at the Massachusetts Commission Against Discrimination. He has also worked in human resources for six years at an International Publisher and International Software Company. Mr. Kravetz received his B.A. in International Studies at the College of William and Mary, his J.D. *cum laude* from Suffolk University Law School's Evening Division, and a Master of Laws degree in Labor and Employment Law, *with distinction*, at Georgetown University Law Center. In the Spring of 2002, Mr. Kravetz published an article in the University of Pennsylvania's Journal of Labor and Employment law entitled: *Deterrence v. Material Harm: Finding the Appropriate Standard to Define an "Adverse Action" in Retaliation Claims Brought Under the Applicable Equal Employment Opportunity Statutes.*

DWIGHT LEWIS

Supervisory Administrative Judge

Dallas District Office, Equal Employment Opportunity Commission

Sessions:

2I: Hearing Preparation I

4I: Hearing Preparation II

7I: Mock Hearing

8I: Mock Hearing

Bio:

Dwight Lewis has been a Supervisory Administrative Judge with the Equal Employment Opportunity Commission since 1990. In that capacity, he has overall responsibility for the administration and adjudication of federal sector complaint hearings for EEOC's Dallas District Office. He also plans and coordinates all federal sector Technical Assistance Training programs and informal training sessions for the Dallas office. He has worked for the Commission as an Administrative Judge since 1984. He was also appointed as an Adjunct Professor at the University of Texas at Arlington, where he taught Administrative Law.

Prior to his employment with EEOC, Mr. Lewis was a JAG Officer with the United States Army in the position of Installation Labor Counselor at Fort Bliss, Texas. Mr. Lewis graduated from the University of California at Berkeley with an A.B. degree in Communications and Public Policy in 1977. Thereafter, he attended Hastings College of the Law, graduating in 1980 with Juris Doctor degree.

MR. BLAINE MARKUSON

Manager, Army Reserve Equal Employment Opportunity

Session:

6A: Striving for Excellence and Achieving Results: How to Develop a Business Plan to Achieve a Model EEO Program Based on MD-715

Bio:

Mr. Markuson currently serves as the Manager of the Army Reserve Equal Employment Opportunity Program, which supports more than 48 General Officer Commands and 13,000 civilian employees worldwide. He received his Bachelor of Science degree from the University of Wisconsin-Madison and his Juris Doctorate degree from the University of Pittsburgh. Mr. Markuson previously served on active duty with the US Army Judge Advocate General Corps for over five years in various legal assignments; to include as the Regimental Judge Advocate for the 3d Armored Cavalry Regiment during Operation Iraqi Freedom in 2003. He currently serves as a Major in the Army Reserve Judge Advocate General's Corps.

Prior to accepting his current position, Mr. Markuson was appointed as an Assistant Attorney General in the Minnesota Attorney General's Office, where he gave many lectures and training sessions on topics involving nonprofit corporation law. He is a past Adjunct Faculty Member of Hamline University School of Law in Saint Paul, Minnesota.

Mr. Markuson currently resides in Sparta, Wisconsin with his wife, Stacey and his daughter, Kira.

PEGGY MASTROIANNI

Associate Legal Counsel

Office of Legal Counsel, Equal Employment Opportunity Commission

Sessions:

P4: Presentation

P5: ADA Case Update

Bio: Peggy R. Mastroianni is Associate Legal Counsel of the Equal Employment Opportunity Commission (EEOC). She is responsible for developing Commission guidance under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, and the Americans with Disabilities Act (ADA); for providing legal advice and review for the Commission on a wide range of administrative matters; and for defending the Commission against suits brought in judicial and administrative forums by members of the public. Ms. Mastroianni directed the development of the Commission's Compliance Manual Section on Race and Color Discrimination and has also been responsible for developing policy documents addressing National Origin Discrimination, Discrimination Based on Genetic Information, and the Application of EEO Laws to the Contingent Workforce. Under Ms. Mastroianni's leadership, the Commission's Office of Legal Counsel also developed ADA guidance on Reasonable Accommodation, Disability Related Inquiries and Medical Examinations, Workers' Compensation, Psychiatric Conditions, and the meaning of the terms "Disability" and "Qualified." Ms. Mastroianni has been a contributing author to Employment Discrimination Law (BNA 1996) and Sexual Harassment in Employment Law (BNA 1992), and she has served on the Board of Directors of the Women's Bar Association of the District of Columbia. She graduated from Cornell University, Harvard University Graduate School of Education, and the Fordham University Law School. In 2003, Ms. Mastroianni was elected a fellow of the College of Labor and Employment Lawyers.

EDWARD MCCAFFREY
EEO Works, LLC

Sessions:

- 3F: Investigator Skills: Part 1
- 4F: Investigator Skills: Part 2
- 5G: Subtle Bias in Dispute Resolution
- 6J: Overcoming Subtle Bias in the Mediation Process

Bio:

Ed McCaffrey is the founder of EEO Works, LLC, providing services, counseling, internal investigations, mediation, and other services to governmental agencies and other services to governmental agencies.

After a two-year stint in the Peace Corps (serving in the U.S. to take a job with the EEOC where he was an investigator, for 15 years he later supervised internal investigations as well as systemic investigations of personnel. 13 years of his career, he served the Philadelphia Commission as its Program Analyst. In that capacity and through his work with Commission staff, State and Local agency staff, he has addressed topics associated with EEO law. He acted as the District's public affairs officer, wrote extensive training material for the agency, served as the District's expert in ADA matters and acted as its small-business liaison (counseling such firms as well as guiding them through the investigative process where they were named in a charge).

Ed received the City of Philadelphia's 2006 Professional In Human Relations Award as well as the Mayor's Commission on the Employment of People with Disabilities' 2007 Access Achievement Award.

He is the author (with Barry Goldman) of "Why Fair Treatment Matters," in *Synthesis: Law and Policy in Higher Education*, Vol. 10, no.3, Winter 1999.



GAZAL G. MODHERA

*Senior Attorney, Office of Federal Operations, Appellate Review Programs
U.S. Equal Employment Opportunity Commission*

Session:

1F: AAPI - What Next?

Bio:

Gazal G. Modhera is a senior attorney in the Office of Federal Operation's Appellate Review Programs (ARP). As an attorney in ARP, Ms. Modhera was responsible for reviewing and drafting appellate administrative decisions from agencies and EEOC Administrative Judges on discrimination complaints in the federal sector. Ms. Modhera also reviewed petitions from decisions involving discrimination issued from the Merit Systems Protection Board. Since 2000, Ms. Modhera has provided training for EEO Investigators, EEO Counselors, and Federal Managers and Supervisors through the EEOC's Federal Sector Training Courses.

Ms. Modhera has also been a Special Assistant to former Chair Naomi C. Earp of the U.S. Equal Employment Opportunity Commission (EEOC or Commission). As a Special Assistant, Ms. Modhera reviews and provides advice to the former Chair of the EEOC on a variety of issues before the Commission. She also served as Chair of the EEOC's Asian American and Pacific Islander Work Group focusing at issues concerning the AAPI community in the Federal sector.

Ms. Modhera has a B.A. from Georgetown University and a J.D. from American University's Washington College of Law.

BISMARCK MYRICK

Assistant Director

Office of Civil Rights, Patent and Trademark Office

Sessions:

5A: Investigative Questions: The Why Behind the What of Investigations - Part I

6D: Investigative Questions: The Why Behind the What of Investigations - Part II

Bio:

Since July 2003, Mr. Myrick has worked as Assistant Director and supervisory Attorney Advisor in the Office of Civil Rights at the United States Patent and Trademark Office. Prior to 2003, Mr. Myrick worked in the Appellate Review Program, Office of Federal Operations at the Equal Employment Opportunity Commission (EEOC). Mr. Myrick is admitted to practice in the State of Maryland and the District of Columbia. Mr. Myrick received his B.S. Degree from Florida State University in 1993 and his J.D. Degree from the University of Missouri-Columbia in 1996.

TRACEY P. PARTEE, Esq.

Owner/Principal Consultant of Human Resources Solutions and Services, LLC (HRSS)

Sessions:

7F: Avoiding Interviewing and Selection Pitfalls

Bio:

Ms. Partee is a licensed attorney with more than 12 years of employment law compliance, training design and delivery, and investigations experience for both public and private sector clients throughout the country. She has trained over 50,000 public and private sector supervisory and non-supervisory employees nationwide at all levels of an organization in the area of discrimination and harassment prevention, compliance with EEO laws, handling ADA accommodation requests, diversity, ethics, workplace violence prevention, customer service skills, and other topics. Ms. Partee has delivered legal compliance training under EEOC consent decrees. She is also a certified federal sector EEO investigator and Final Agency Decision (FAD) writer, trained mediator, and a former federal civil rights attorney. Ms. Partee is the Owner/Principal Consultant of Human Resources Solutions and Services, LLC (HRSS), and has been invited to speak at numerous conferences around the country on EEO compliance issues.

DAVID PEÑA

Solicitor's Office, U.S. Department of Labor

Sessions:

8A: Federal Sector Class Action: Hearing Stage

Bio:

David Peña has been with the Solicitor's Office of the Department of Labor since 1980, and has litigated numerous labor and employee relations cases before all the usual suspects: arbitrators, ALJs of the FLRA, AJs of the EEOC and MSPB, and federal district court Judges and juries. Mr. Peña has also litigated on behalf of the Department of Labor cases arising under ERISA and the FOIA. He is a graduate of San Diego State University, and the University of San Diego School of Law. He is licensed to practice in both D.C. and California, and is a native of the Golden State.

JAMIE L. PRICE

*Senior Attorney Advisor. Office of Federal Operations, Federal Sector Programs
U.S. Equal Employment Opportunity Commission*

Jamie L. Price, is a Senior Attorney Advisor for the Equal Employment Opportunity Commission, Office of Federal Operations, Federal Sector Programs. During her ten years at the Commission, Ms. Price has served as an Appellate Adjudicator in the Appellant Review Division, as the Training Coordinator for Federal Sector Programs Revolving Funds training, and as an Attorney Advisor to the Director, Federal Sector Programs Division. Ms Price recently served as the Acting Director of the Complaints Adjudication Division and currently serves as the Acting Director of the Evaluations and Reports Division.

Ms. Price served as an Attorney at the U. S. Merit Systems Protection Board, Office of Appeals Counsel prior to joining the Commission. She received her J.D. from Howard University School of Law and her B.A. from the University of Oklahoma. Ms. Price proudly served ten years with the United States military, serving in both the United States Army and the United States Air Force.

Sessions:

5D: EEOC Form 462 Basics: Preparing the Report

6G: EEOC Form 462 Report and Furthering EEO Trends Analysis Efforts

Bio:

MILDRED ANN RIVERA-RAU

*Attorney Advisor, Office of Federal Operations, Agency Oversight Division
U.S. Equal Employment Opportunity Commission*

Sessions:

- 1A: MD-715: Advanced Barrier Analysis Part I: Trigger Identification
- 2A: MD-715: Advanced Barrier Analysis Part II: Barrier Identification and Elimination
- 5B: MD-715: Advanced Barrier Analysis Part I: Trigger Identification
- 7A: MD-715: Advanced Barrier Analysis Part II: Barrier Identification and Elimination

Bio:

Mildred Ann Rivera-Rau is an Attorney Advisor in the Equal Employment Opportunity Commission's Office of Federal Operations, Agency Oversight Division which oversees and provides training, technical assistance and guidance to federal agencies on EEOC Management Directive 715 and federal civil rights laws. In this position Ms. Rivera-Rau also evaluates federal agencies' performance to ensure effective and efficient implementation of EEO programs, policies and procedures.

She is a graduate of Cornell University's School of Industrial and Labor Relations and received a J.D. from the University of Pennsylvania School of Law. She next graduated from the Louisiana Center for the Blind, one of the finest adult rehabilitation programs in the United States for blind youth and adults.

Ms. Rivera-Rau began her law practice with a private law firm in San Francisco and, two years later, began work as a Trial Attorney with the EEOC's Baltimore District Office where she worked for 12 years. From 2003 until 2006, she served as a Special Assistant to former EEOC Chair Cari M. Dominguez on the President's New Freedom Initiative.

Ms. Rivera-Rau is a Board Member of the National Association of Blind Lawyers. She was honored by the National Federation of the Blind of Maryland with its highest award—the Kenneth Jernigan award—for her many years of volunteer service. She is of Puerto Rican decent having been raised in upstate New York and Guaynabo, Puerto Rico.

MARIA SCHMIT, Esq.

*Complaints Manager, Civil Right Enforcement and Compliance, APHIS
U. S. Department of Agriculture*

Sessions:

- 2I: Hearing Preparation I
- 4I: Hearing Preparation II
- 7I: Mock Hearing
- 8I: Mock Hearing

Maria Schmit is a Formal Complaints Manager with Civil Right Enforcement and Compliance, Animal Plant Health Inspection Service (APHIS), United States Department of Agriculture (USDA). She previously served as Agency Representative for APHIS and Natural Resources Conservation Service, USDA.

Ms. Schmit is a graduate of Canisius College and the State University of New York at Buffalo School of Law. She is a member of the New York and District of Columbia bars.

JANET E. SELLARS

Director of the Office of Equal Opportunity Programs, NASA Langley Research Center

Sessions:

2F: Recruitment & Retention: Are Effective Special Emphasis Programs

Bio:

Ms. Janet E. Sellars is the Equal Employment Opportunity (EEO) Director of the Office of Equal Opportunity Programs at NASA Langley Research Center in Hampton, Virginia. She has had a varied and distinguished career in the military and academia as well as her current profession in equal employment opportunity and diversity that spans over 25 years.

Ms. Sellars completed her undergraduate degree in Sociology at the University of the State of New York. She earned a master's degree in Human Relations from the University of Oklahoma.

Ms. Sellars has also served in the United States Air Force as a paralegal. She has worked as a college administrator for two graduate degree programs and taught paralegal studies at the undergraduate level.

Ms. Sellars' responsibilities as EEO Director include ensuring employees are empowered to rise to their highest potential and be valuable contributors to the NASA mission by promoting an inclusive work environment, free from unlawful discrimination and harassment.

Ms. Sellars has received numerous awards and accolades for her professional expertise in the areas of diversity and EEO.

Ms. Sellars is married and currently resides with her family in Virginia.

STEPHEN T. SHIH, esq.

*Deputy Officer & Director, for EEO and Diversity Programs
Homeland Security, Office for Civil Rights & Civil Liberties*

Session:

7B: Basics of EEO for Managers & Supervisors

Bio:

Steve Shih currently serves as the Deputy Officer, and Director for Equal Employment Opportunity (EEO) and Diversity Programs, in the Office for Civil Rights and Civil Liberties (CRCL), at the U.S. Department of Homeland Security (DHS). In this capacity, Mr. Shih reports to the Officer for Civil Rights and Civil Liberties ("Officer"), and provides executive leadership on departmental civil rights and civil liberties issues. As Deputy Officer, Mr. Shih is also responsible for leading the department's EEO and diversity management programs, and advises the Secretary, the Officer and senior department officials on EEO and diversity issues. Mr. Shih's operational responsibilities include the development of EEO and diversity management policy, leading the departmental EEO program, and taking final action on all discrimination complaints filed by DHS employees and applicants. Mr. Shih also leads the department's diversity management and special emphasis programs, and develops departmental training on EEO and diversity management. Additionally, Mr. Shih is responsible for leading the department's EEO Council, which is comprised of the EEO officers at each DHS component. Mr. Shih represents DHS before the public and Congress on EEO and Diversity issues.

From August 2004 to August 2008, Mr. Shih served as the Chief of the Center for EEO at the United States Office of Personnel Management (OPM). In his capacity as the EEO Director for OPM, Mr. Shih served as the principle EEO advisor to the Director of OPM and represented the Director in all EEO matters within the agency. Mr. Shih was responsible for promoting EEO at OPM by providing guidance on all agency planning, policies and decisions, as well as administering programs and policies that helped the agency identify and eliminate systemic barriers to EEO. Additionally, Mr. Shih managed the EEO complaints program at OPM, with responsibility for providing EEO counseling for employees and applicants, administering the Agency's Alternative Dispute Resolution (ADR) program, processing formal complaints, conducting investigations, and issuing final agency actions.

Prior to Mr. Shih's employment at OPM, Mr. Shih occupied the position of Supervisory Administrative Judge with the U.S. Equal Employment Opportunity Commission's (EEOC) Washington Field Office, beginning in February 2001, where Mr. Shih supervised a staff of administrative judges responsible for adjudicating federal sector EEO cases arising out of Washington, DC, Northern Virginia, and Europe. Mr. Shih initially entered on duty with the EEOC as an Administrative Judge in November 1993, and Mr. Shih began his legal career serving on a U.S. Congressional Subcommittee and in the contracts department of the U.S. Mint.

Mr. Shih has extensive experience in public speaking and training, and has been invited to give speeches, presentations, and training at numerous organizations, including: Central Intelligence Agency; Department of Justice; Interpol; Department of the Navy; U.S. Postal Service; Department of Agriculture; Federal Aviation Administration; the Bureau of Engraving and Printing; D.C. Bar Association; Virginia Bar Association; Fed Talk radio show; National Asian Pacific Bar Association; Federal Dispute Resolution Conference; and EEOC's EXCEL Conference. Mr. Shih has specifically trained organizations on the following topics: Model EEO Program; Title VII; ADEA; ADA; Rehabilitation Act; EPA; PDA; EEOC regulations; and litigation of EEO complaints (e.g., class actions, amendment of complaints, continuing violations, procedural dismissals, mediation, discovery, depositions, motions practice; summary judgment; pre-hearing conference advocacy; witness preparation; witness examination; admission of exhibits; trial objections; opening and closing statements; compensatory damages; attorneys' fees; and appellate advocacy). At OPM, Mr. Shih has designed and delivered comprehensive training on EEO, the No FEAR Act, and human capital management, as well as the implementation of human resources policies and climate assessment studies.

PATRICIA L. ST. CLAIR

Senior Attorney Advisor, Office of Federal Operations, Agency Oversight Division

Session:

1A: MD-715: Advanced Barrier Analysis Part I: Trigger Identification

2A: MD-715: Advanced Barrier Analysis Part II: Barrier Identification and Elimination

5B: MD-715: Advanced Barrier Analysis Part I: Trigger Identification

7A: MD-715: Advanced Barrier Analysis Part II: Barrier Identification and Elimination

Bio:

Patricia L. St. Clair is a Senior Attorney Advisor in the Equal Employment Opportunity Commission's Office of Federal Operations, Federal Sector Programs. In this capacity, she oversees and provides training, technical assistance and guidance to all federal agencies and their sub-components on Title VII of the Civil Rights Act of 1964 as amended, Age Discrimination in Employment Act, Equal Pay Act, American Disabilities Act, Rehabilitation Act, Management Directive 110 and Management Directive 715. Included in her duties, Ms. St. Clair also evaluates federal agencies' performance to ensure effective and efficient implementation of EEO programs, policies and procedures.

With over 13 years legal experience specializing in equal employment opportunity, affirmative employment, labor and diversity in both the private and government sector, Ms. St. Clair is a seasoned professional in the area of employment and labor law, with specific expertise in employment discrimination and diversity management. Ms. St. Clair is a senior trainer, presenter and educator, who has presented on behalf of the Commission at various EEO and Diversity conferences, symposiums and trainings in the federal, state and local governments as well as private sector. Prior to serving as a Senior Attorney Advisor, Ms. St. Clair reviewed complex appeals filed by federal agencies and federal employees nationwide regarding claims of discrimination related to the laws and regulations enforced by the Commission, and wrote interpretive decisions. Ms. St. Clair also served as a General Attorney in the Office of Equal Opportunity where she was tasked with the responsibility of conducting EEO investigations and EEO counselings, mediating EEO complaints, preparing settlement agreements and issuing final agency decisions.

A graduate of Tulane University School of Law and State University of New York College at Oswego, Ms. St. Clair began her legal career as an Associate General Counsel for the Committee of Interns and Residents, where she served as labor attorney for the largest physicians (interns and residents) union in the country, representing more than 10,000 interns and residents in California, Florida, Massachusetts, New Jersey, New York and Washington, D.C. Ms. St. Clair also served as an EEO/Diversity Consultant for The McGraw Hill Companies before joining the Commission in 1999. Ms. St. Clair is a member of the American Bar Association and New York State Bar Association, and she is also an active member of several other professional and community organizations. Committed to the fundamental principle of volunteerism, coupled with equality and justice for all Americans, she is actively

involved in Junior League Women of the District of Columbia, Alpha Kappa Alpha Sorority, Inc. and the Legal and Prison ministries at her church. In her spare time, she enjoys ceramics, jogging and spending time with her family.

DR. PATRICIA TAYLOR
Office of the Director of National Intelligence

Sessions:

5H: Measuring the Impact of Diversity

6B: Mentoring: Strategic Collaboration for Success

Bio:

Dr. Taylor has been in the Federal Government for 21 years and in the Senior Executive Service (SES) for over 15 years. She joined the Office of the Director of National Intelligence (ODNI) in August 2004 and was recently named Chief of the Office of Intelligence Community (IC) EEO and Diversity. In this role she designs and implements innovative strategies and programs to improve diversity in all 17 IC agencies and components.

Before ODNI, Dr. Taylor served in a number of senior positions at the U.S. National Security Agency (NSA) and the U.S. Government Accountability Office. Before federal service, she worked 15 years in the private sector with British Petroleum/Amoco, Deloitte & Touche, and Cresap, McCormick, & Paget.

In recognition of her achievements, Dr. Taylor was awarded an NSA fellowship to complete her Ph.D at Capella University. She holds a Masters in Business Administration from Harvard Business School—where she was also an academic fellow—and an undergraduate degree from Case Western Reserve University. She is a Federal Executive Institute graduate and she is in her fourth year as Adjunct Faculty at the University of Maryland, specializing in Diversity and Women's Studies. She was recently elected to the Board of the U.S. Women's Army Foundation. Dr. Taylor is an accomplished, recognized motivational speaker and presents on a number of career development topics, including diversity, overcoming career challenges, dealing with difficult people, and strategies for successful mentoring.

SHARON TERRELL-LINDSAY
Computer Electronic Accommodations Program (CAP)

Sessions:

7C: Providing Reasonable Accommodation

Bio:

Sharon Terrell-Lindsay is a Program Analyst for the Department of Defense Computer/Electronic Accommodations Program (CAP). She has been a valued Federal employee for 33 years with experience in Program/Project Management, and effective Marketing and Sales skills, with emphasis on automation efforts and technology assessment. Ms. Terrell-Lindsay's combination of strong leadership, supervisory skills, and technical background, allow her to perform well in a team environment. She is also a recipient of the former Vice President Gore's Hammer Award for \$70 million annual savings based on innovative and effective automation initiatives. She is also one of the recipients of the 2004 Federal 100 by Federal Computer Week.

Currently, Ms. Terrell-Lindsay is the team leader responsible for purchasing accommodations for individuals with dexterity impairments. She is also responsible for supporting and purchasing accommodations for several CAP Initiatives that include Workers Compensation Claimants, Telework Participants, and the CAP Ergonomics - Healthy Work Practices Program (HWPP). In addition, she provides ergonomic workstation evaluations and needs assessments. Ms. Terrell-Lindsay serves as the CAP Partnership Coordinator supporting 65 federal agencies.

Ms. Terrell-Lindsay has been a selected speaker on disability and employment issues at a variety of national Federal and private conferences including: Perspectives on Employment of Persons with Disabilities Conference, Assistive Technology Industry Association (ATIA), and CSUN Annual Conference (California State University, Northridge Center on Disability) and various other Department of Defense and other Federal agency conferences. She attended Maryland University – University College and received formal training in business, leadership, and management, and is also skilled in office software applications, marketing, and technology assessment.

JULIE PROCOPIOW TODD

Administrative Judge

Philadelphia District Office, Equal Employment Opportunity Commission

Sessions:

1J: Introduction to Advanced Mediation Skills

9C: Cutting Edge Issues in Mediation

MT2: Dealing with Difficult Mediation Participants

Bio:

Julie Procopiow Todd has been an Administrative Judge in the Equal Employment Opportunity Commission's Philadelphia District Office since 1994, conducting hearings on complaints of employment discrimination filed by Federal employees and applicants for Federal employment. Prior to that, she served as an Administrative Judge in the EEOC's New York District Office and in the Baltimore District Office.

She has received certification in mediation and has cross-trained with the Philadelphia District Office's Mediation Unit. In addition, she has participated in several outreach and training programs for the EEOC over the years, including the Philadelphia District Office's Youth at Work Program, and has also conducted training for the Department of the Interior, the Federal Employment Law Training Group, and the Federal Executive Board's EEO Day of Training and the Partners In Equality ("PIE") Council.

Ms. Todd began her legal career in 1989 as the Law Clerk to Robert I. H. Hammerman, Chief Judge of the Baltimore City Circuit Court. She subsequently joined the EEOC's Baltimore District Office as a Trial Attorney, filing suits of discrimination against private employers in Federal district court.

Ms. Todd graduated with honors from the University of Massachusetts/Amherst where she earned a B.A. in English. She received her J.D. from the University of Baltimore, School of Law.

SARAH TUCK

Chief, Assessment & Litigation Branch, U.S. Department of Agriculture

Sessions:

- 2I: Hearing Preparation I
- 4I: Hearing Preparation II
- 7I: Mock Hearing
- 8I: Mock Hearing

Bio:

Sarah Tuck joined the U.S. Department of Agriculture in 1985. She joined FSIS in late 2008 as the Director of the Civil Rights Division. Just prior to her position with FSIS, she was a Supervisory Litigation Consultant and led a team of litigators handling Merit Systems Protection Board and Equal Employment Opportunity Commission cases. She also has extensive experience in employee relations and human resources work.

Ms. Tuck has authored three publications, *Surviving EEO Complaints*, *Discovery Practice Before the Merit Systems Protection Board*, and *Drafting Durable Settlement Agreements*. She also co-authored *Motions Practice Before the Merit Systems Protection Board* and the *Equal Employment Opportunity Commission* with Ernest C. Hadley, Esq.

Ms. Tuck has been a presenter at the EEOC's annual EXCEL conference for ten years, and has presented at other conferences, including the Office of Personnel Management's Symposium on Employee and Labor Relations, the Federal Employment Lawyers Group, the D.C. Bar Association and numerous USDA events.

DIANA VEILLEUX
Shaw, Bransford, Veilleux & Roth, P.C.

Sessions:

3I: Drafting Effective Summary Judgement Motions & Effectively Using Discover
6H: Effectively Using Discovery

Bio:

Diana J. Veilleux is a partner at Shaw, Bransford, Veilleux & Roth, P.C. of Washington, D.C., specializing in employment law and litigation, with a special emphasis on the federal sector. She provides legal representation to individual clients on disciplinary actions, performance issues, retirement matters, discrimination complaints, administrative grievances, security clearance adjudications, and administrative investigations involving Offices of Inspector General and the Office of Special Counsel.

She has successfully represented clients in litigation before the Merit Systems Protection Board, the Equal Employment Opportunity Commission, and federal district and appellate courts. In addition, Ms. Veilleux has provided representation on federal personnel matters to small agencies.

Ms. Veilleux is a frequent host of FEDtalk, SBVR's weekly radio show, broadcast on 1050 AM and over the internet at federalnewsradio.com. On the show, she interviews guests on topics of interest to federal employees and retirees.

Ms. Veilleux is a frequent speaker on federal personnel law issues and practice before the Equal Employment Opportunity Commission, and has taught numerous seminars on employment law issues and employment litigation, including at the D.C. Bar, EXCEL and the annual Federal Dispute Resolution Conference.

Prior to joining the firm in 1990, Ms. Veilleux was an attorney with the United States Postal Service in the Office of Labor Law, where she handled administrative cases, including litigation at the EEOC, MSPB and arbitrations, as well as litigation in federal district courts.

Ms. Veilleux received her law degree from Georgetown University Law Center, where she was a member of the American Criminal Law Review. She holds a Bachelor of Science degree from Boston University, with a major in Broadcast Journalism. Ms. Veilleux is admitted to practice in Maryland and the District of Columbia.

VERONICA VILLALOBOS
Director of the Office of Equal Opportunity
U.S. Equal Employment Opportunity Commission

Sessions:

4H: Mixed Case Processing

5E: Hispanic Employment Program Manager's Summit: Follow-up from 2008 EXCEL Conference

8E: FAD Writing Workshop: Learning How to Write a FAD Like a Pro

Bio:

Since 2000, Ms. Villalobos has been employed at the U.S. Equal Employment Opportunity Commission (EEOC or Commission) through the Honor Program. She currently serves as the Director of the Office of Equal Opportunity where she is responsible for EEOC's EEO Complaint Processing Program, as well as for coordinating the agency's Special Emphasis Programs and the Affirmative Employment Plan. Recently, she served as the Chair of the Federal Hispanic Work Group, which was charged by the EEOC Chair with examining the Hispanic community's systemic concerns about federal sector employment.

From 2000 through 2008, Ms. Villalobos was assigned to the Office of Federal Operations and served as a senior attorney, drafting appellate decisions on appeals from agency and EEOC Administrative Judge decisions issued on federal sector discrimination complaints. She has written cases covering the entire spectrum of legal bases of alleged discrimination, including race, color, sex, national origin, age, disability, religion, and reprisal. In 2006 and 2008, she served as an acting supervisory attorney and was responsible for reviewing the appellate decisions drafted by attorneys. Ms. Villalobos has also worked in EEOC's Office of Legal Counsel, where she litigated Equal Employment Opportunity and Merit System Protection Board cases on behalf of the Commission. In 2003, she detailed to the National Labor Relations Board, where she worked in both the Chairman's Office, drafting Board decisions, and the General Counsel's Contempt Litigation Division. Ms. Villalobos has served as a member of the EXCEL Conference Agenda Committee and the Federal Dispute Resolution (FDR) Advisory Board. She is a member of the Maryland and Michigan Bars.

FLOYD WEATHERSPOON
Capital University Law School

Sessions:

8H: How to Avoid Being Named in an EEO Complaint
3J: Mediating Complex Multi-Party/Multi-Issue Cases
5J: Non-Traditional Group Problem Solving

Bio:

Professor Weatherspoon serves as a neutral in complex commercial, labor and employment disputes, including complaints related to class actions, discrimination disputes, racial and sex discrimination, sexual harassment, disability, employment disputes, work place disputes, terminations, covenants, employment-at-will, and wages.

Professor Weatherspoon teaches law courses on ADR, labor arbitration, employment discrimination, employment law, civil rights, collective bargaining and managerial mediation. He also designs ADR programs and training programs for organizations. He conducts national training programs on all aspects of employment discrimination & affirmative action, labor arbitration, mediation of employment discrimination complaints and accommodations under state and federal laws. Professor Weatherspoon has also trained more than 400 individuals in a 40-hour mediation skills program.

Professor Weatherspoon has extensive experience in the mediation of employment, labor and employment discrimination disputes. He has served as a hearing officer, arbitrator, administrative judge and mediator in more than 500 disputes involving complaints of discrimination, labor, and employment in the public & private sector. He has experience in the mediation and arbitration of sexual harassment, age discrimination, racial harassment, sexual orientation disability discrimination claims related to Rehabilitation Act & ADA, Title VII, race discrimination, national origin, and sex discrimination cases.

He serves on a number of arbitration and mediation panels, including the American Arbitration Association, the Federal Mediation and Conciliation Services and the United States District Court, Southern District of Ohio panels. He also has served as an external administrative judge for state and federal agencies. Professor Weatherspoon graduated from North Carolina A&T State University and Howard University School of Law, with further study at Georgetown and Harvard Law Schools. He is a member of the Ohio Bar, American Bar Association, CPR, and the American College of Civil Trial Mediators.

He has published various law review articles on such topics as reprisal discrimination, disability laws, and race discrimination, including "Determining the Reasonableness of Plant Rules," in HOW ARBITRATION WORKS, 2003.

Julie White

Law Office of Julie Brown White, LLC

Session:

8F: Ethics for Attorneys

Bio:

Julie White is in private practice in Baton Rouge with the Law Office of Julie Brown White, LLC. Her practice is primarily in the areas of legal ethics and lawyer discipline. She represents lawyers in all stages of disciplinary proceedings and bar admissions matters. Ms. White was a prosecutor for the Office of Disciplinary Counsel for over eight years. She earned a B.A. in history from LSU in 1987 and a law degree from Ole Miss in 1990. She practiced in Baton Rouge in the area of civil litigation for several years, primarily as an associate for the firm of deGravelles, Palmintier & Holthaus, before joining the Office of Disciplinary Counsel in 1998. Ms. White is a member of the Association of Professional Responsibility Lawyers, the Baton Rouge Bar Association and the Baton Rouge Association of Women Attorneys. She is a former member of the National Organization of Bar Counsel and the Louisiana Trial Lawyers Association. She is a frequent speaker to lawyers groups around the state on ethics, disciplinary and professional responsibility issues. She served on the certifying board for the Louisiana State Paralegal Association and assisted in writing the ethics portion of the exam for Louisiana Paralegals.

SHARON WONG

Special Assistant for Diversity, NASA Goddard Space Flight Center (NASA/GSFC)

Sessions:

1F: AAPI - What Next?

Bio:

Sharon Wong is the Special Assistant for Diversity at NASA/GSFC in Maryland, where she leads the diversity efforts to effect full utilization of the diverse workforce. Ms. Wong has been with NASA for over 20 years, transferring in August 1998 to NASA/GSFC from the Kennedy Space Center (NASA/KSC) in Florida. She's been the Software Integration and Test Engineer EOSDIS Core System Integration and Test program at GSFC; Lead Software Integration engineer at NASA/KSC, and worked on Strategic Planning and Outreach in the Office of Space Flight at NASA/HQ.

Ms. Wong served as the Asian Pacific American (APA) Program Manager at NASA/KSC, and served on the NASA-KSC Diversity Policy Council. Ms. Wong has received the NASA/KSC Equal Opportunity Award, the Astronaut Silver Snoopy Award, and an Outstanding Leadership Award from NASA/GSFC.

Ms. Wong was a Commissioner on the State of Maryland Commission for Women, and is a lifetime member of Federally Employed Women (FEW) and Blacks in Government (BIG). She is also the Co-Chair of the Diversity Committee for the Human Rights Campaign (HRC) National Capital Area Steering Committee.

Ms. Wong is currently the Vice Chair of the Asian American Government Executives Network (AAGEN), an organization of senior APAs in government; the National Secretary for the OCA, a national advocacy organization dedicated to advancing the social, political and economic well-being of APAs; a Past President of the Greater Washington, DC chapter of OCA; a Past President of the Federal Asian Pacific American Council (FAPAC), and the first President to serve more than one term. Ms. Wong holds leadership positions in other organizations that work to improve the lives of APAs and to increase participation of APAs in civic and public service.

Ms. Wong received her B.S. in Physics from Wheeling College in West Virginia and her M.S. in Engineering Systems Analysis from the University of Central Florida in Orlando.

JEREMY WRIGHT
Kator, Parks and Weiser, PLLC

Sessions:

4A: Electronic Discovery

5C: Electronic Discovery

Bio:

Jeremy D. Wright is an Attorney with Kator, Parks & Weiser, P.L.L.C. in the firm's Austin, Texas office. Mr. Wright's practice concentrates on representation of employees before state and federal courts, the EEOC, and the MSPB, in both individual and class action litigation.

Mr. Wright has served as class counsel in numerous EEOC class actions, including cases against the Department of Justice, the FBI, the Department of Transportation, the Department of Veterans Affairs, and the U.S. Postal Service. Mr. Wright was awarded the 2007 Texas Law Fellows Excellence in Public Interest Law Award, and has been named a Super Lawyer Rising Star by Texas Monthly magazine every year since 2005.

Walter A. Wright

Associate Professor, Department of Political Science at Texas State University

Sessions:

8J: Cultural Considerations During Mediations

Bio:

Walter A. Wright is an associate professor in the Legal Studies Program of the Department of Political Science at Texas State University in San Marcos, Texas. He teaches courses in law and alternative dispute resolution, and his primary research interest is mediation. He is a published author in the United States, several Latin American countries, and China. An attorney, mediator, and arbitrator, he received B.A. and J.D. degrees from the University of Houston and an LL.M. in International Legal Studies from New York University. He is a bilingual (Spanish-English) contract mediator for the Dallas and Houston District Offices of the EEOC and the field offices located within those districts. He is former president of the Association of Attorney-Mediators and the Texas Association of Mediators. From May 2003 to May 2009, he was Chair of the Newsletter Editorial Board of Alternative Resolutions, the newsletter of the ADR Section of the State Bar of Texas. He has received several service awards in the field of Alternative Dispute Resolution, including the Steve Brutsché award from the Association of Attorney-Mediators, the Frank G. Evans Award from the State Bar of Texas Alternative Dispute Resolution Section, and the Susanne C. Adams Award from the Texas Association of Mediators.

CHRYSTAL YOUNG

Senior Analyst

Complaint Adjudication, Department of Homeland Security

Sessions:

7E: Marketing your EEO Program: Developing a Program of Zest and Effectiveness!

Bio:

Chrystal R. Young has worked in the Federal Sector since 1985, and within the Equal Employment Opportunity program since 1990. She has served in various EEO positions within Department of the Navy, Department of the Army, Department of Justice (legacy Immigration and Naturalization Service), and Department of Homeland Security (DHS). Notably, in December 2003, Chrystal 'stood up' the Formal Complaint Division within the newly-formed Office of Civil Rights and Liberties at the Transportation Security Administration. Chrystal joined the EEO Program at the DHS Office for Civil Rights and Civil Liberties in May 2006, as a Senior Analyst, and now serves as the Complaint Adjudication Manager within that Office.

Chrystal has conducted EEO training for numerous Federal agencies and is a certified trainer for the EEO Counselor's Course and the Prevention of Sexual Harassment Course. She has presented at agency-wide conference for Department of Army and Department of Homeland Security; Chrystal was also a presenter at the EEOC's EXCEL Conferences in 2005 and 2006.

She is strongly focused on educating managers regarding the EEO Program, providing and emphasizing the importance of high-quality customer service, and building effective relationships between the EEO Program and other agency programs.

Chrystal is originally from Garrison, Iowa, and has lived in Alexandria, Virginia for the past 24 years. She is married to Rob Young, a native of London, England, and has three fantastic step-children: Elliott, 19; Rhiannon, 16; and Robyn, 12.